Recommended guidelines for establishing the competence of the candidate

It is recommended that the competition boards take into account the experience gained by candidates during their careers, including their creativity.
The criteria for the selection of a candidate for research and teaching and research positions take into account the competences according to the profiles:

(R1) - applies to supervised researchers.

Essential competences:

- conducts research under the supervision of a supervisor,
- develops knowledge of research methodology and scientific discipline,
- understands the field of scientific research,
- has the ability to generate and prepare data under the supervision of a supervisor,
- has the ability to critically analyse and evaluate complex tasks,
- can present and explain the results of the research.

Desired competencies:

- develops language and social communication skills, especially in an international context.

(R2) - applies to researchers who are not fully independent researchers.

Essential competences:

- has all the competences of R1 level,
- has structured knowledge and familiarity with research methods in the field,
- skilfully develops concepts, designs and carries out scientific research,
- contributes to publications, patents in the form of original research that advances knowledge,
- skilfully evaluates and critically analyses new, complex concepts,
- can explain the relevance of the research findings to the scientific community,
- takes responsibility for the development of his/her own scientific path,
- sets professional goals to achieve and identifies ways to increase employability,
- He has co-authored publications and conference proceedings.

Desired competencies:

- understands current trends in the relevant industry and related sectors,
- understands the value of scientific work in the development of products and services of a given industry and related sectors,
- is able to present scientific knowledge to a wider range of scientists and the general public,
- promote technological, social and cultural progress in a knowledge-based society through scientific activity,
- supports R1 researchers in their effective research and development work.

(R3) - applies to researchers who have reached a level of independence.

Essential competences:

- has all the competences of the R2 level,
- has an established reputation based on research excellence within the scientific community,
- makes an important contribution to knowledge and research through national and international cooperation,
- identifies opportunities and problems in the area of specialisation,
- develops an appropriate research methodology,
- conducts independent and autonomous research,
- is leading collaborative research projects,
- is a leading author of publications and organises workshops and conferences.

Desired competencies:

- establishes cooperation with other research groups,
- effectively presents the results of the research and the innovation aspects of the research,
- innovates in research,
- can form research consortia, obtain funding for research,
- engages in the development of his or her own research career and acts as a mentor to others.

(R4) - applies to independent, experienced researchers with a leading role in their field and who are leaders of research teams.

Essential competences:

- has all the competences of level R3,
- has an international reputation,
- makes a critical assessment of the identification and implementation of research,
- makes a significant contribution to the development of a particular field or set of fields,
- develops strategic research objectives,
- recognises the opportunities for research in the context of the future,
- publishes articles and books with a high impact factor, sits on organising Boards, and gives lectures by invitation.

Desired competencies:

- is an expert in the management and conduct of research projects;
- skilfully manages and motivates the development of others;
- has a proven track record in raising funds for research;
- building the team focuses on long-term planning by providing funding for research positions and staff development paths;
- creates scientific networks;
- can create an innovative and creative environment for research;
- is a model for professional development for other scientists**.**

1. In the group of research and teaching staff (R1-R4), whose primary duty is to carry out scientific activities, teach and educate students or participate in the education of doctoral students, the selection criteria for the candidate are:

Research output:

a) scientific articles in foreign journals, including those on the so-called Philadelphia list,
b) scientific articles in national journals, including those on the so-called Philadelphia list,
c) scientific articles in foreign journals, including those outside the so-called Philadelphia list,
d) scientific articles in national journals, including those outside the so-called Philadelphia list,
e) papers published in the proceedings of foreign and international conferences,
f) papers published in the proceedings of national conferences,
g) books and monographs,
h) chapters in books and monographs,
i) number and type of reviews developed,
j) citation.

Scientific supervision:

a) number of doctoral theses, doctoral degree proceedings,
b) number of PhDs promoted,
c) experience as a promoter, assistant promoter.

Participation in conferences:

a) national,
b) international.

Work on editorial boards of journals:

a) national (of national and international scope),
b) foreign.

Reviews:

a) for a degree, post or academic achievement,
b) books,
c) conference materials,
d) articles in Polish and English,
e) grants.

Teamwork:

a) experience in leading and working in scientific teams.

Knowledge transfer and mobility:

a) experience in knowledge transfer between science and business,
b) professional experience gained outside the university,
c) experience in mobility programmes (inter-university, intersectoral, international).

Ability to raise funds and manage research:

a) management of research projects including: EU, international,

b) experience related to research management,
c) experience in research projects (implementation, industry, others).

Innovation activities:

a) patents,
b) patent applications,
c) inventions,
d) utility models,
e) implementations.

Spreading scientific awareness in the community:

a) popular science, technical, other publications,
b) experience in spreading scientific awareness in society.

Teaching activities:

a) teaching experience,
b) experience in the preparation of teaching materials and/or laboratory stations,
c) number of theses in progress,
d) mentoring of foreign students,
e) textbooks and scripts,
f) awards or distinctions for teaching work.

Organisational activities:

a) experience in organising and managing research and teaching activities.

Training received:

a) scientific,
b) didactic.

Other important achievements:

.....

2. In the group of research staff whose primary duty is to carry out scientific activities or to participate in the training of PhD students, the criteria for the selection of a candidate are:

Research output:

a) scientific articles in foreign journals, including those on the so-called Philadelphia list,
b) scientific articles in national journals, including those on the so-called Philadelphia list,
c) scientific articles in foreign journals, including those outside the so-called Philadelphia list,
d) scientific articles in national journals, including those outside the so-called Philadelphia list,
e) papers published in the proceedings of foreign and international conferences,

f) papers published in the proceedings of national conferences,
g) books and monographs,
h) chapters in books and monographs,
i) number and type of reviews developed,
j) citation.

Scientific supervision:

a) number of doctoral theses, doctoral degree proceedings,
b) number of PhDs promoted,
c) experience as a promoter, assistant promoter.

Participation in conferences:

a) national ,
b) international.

Work on editorial boards of journals:

a) national (of national and international scope),
b) foreign.

Reviews:

a) for a degree, post or academic achievement,
b) books,
c) conference materials,
d) articles in Polish and English,
e) grants.

Teamwork:

a) experience in leading and working in scientific teams.

Knowledge transfer and mobility:

a) experience in knowledge transfer between science and business,
b) professional experience gained outside the university,
c) experience in mobility programmes (interuniversity, intersectoral, international).

Ability to raise funds and manage research:

a) management of research projects including: EU, international,
b) experience related to research management,
c) experience in research projects (implementation, industry, others).

Innovation activities:

a) patents,
b) patent applications,
c) inventions,

d) utility models,
e) implementations.

Spreading scientific awareness in the community:

a) popular science, technical, other publications,
b) experience in spreading scientific awareness in society.

Organisational activities:

a) experience in organising and managing scientific activities.

Training received:

a) scientific.

Other important achievements:

.....

3. In the group of teaching staff (whose primary duty is to educate and educate students or participate in the education of doctoral students) the criteria for the selection of candidates are:

Teaching activities:

a) teaching experience,
b) experience in the preparation of teaching materials and/or laboratory stations,
c) number of engineering/licence/master's theses in progress,
d) teaching publications (textbooks and scripts),
e) teaching publications published with students,
f) development of new courses,
g) development of teaching materials on an e-learning platform,
h) awards or distinctions for teaching work.

Teaching care:

a) mentoring of foreign students,
b) caring for students with disabilities,
c) care for students pursuing education in accordance with individual study arrangements,
d) mentoring of students in tutoring programmes,
e) care of student circles,
f) care and organisation of camps, excursions, sports competitions,
g) care of the laboratory/teaching room.

Participation in:

a) national teaching conferences ,
b) international teaching conferences,
c) national and international teaching projects or events.

Work on editorial boards of journals:

a) *national (of national and international scope),*
b) foreign.

Reviews:

a) *books,*
b) conference materials,
c) articles in Polish and English,
d) teaching projects.

Teamwork:

a) *experience of leading and working in teaching teams.*

Teaching mobility:

a) *cooperation with national and foreign entities,*
b) professional experience gained outside the university,
c) *experience in mobility programmes (interuniversity, intersectoral, international).*

Ability to fundraise and manage teaching projects:

a) *experience related to the management of the teaching process,*
b) experience in the implementation of teaching projects.

Spreading education in the community:

a) *popular science, technical, other publications,*
b) *experience in spreading scientific awareness in society,*
c) *cooperation with primary and secondary schools.*

Organisational activities:

a) *experience in organising and managing teaching activities,*
b) *participation in accreditations and programme Boards,*
c) *work on developing new fields of study.*

Training received:

a) *didactic.*

Other important achievements:

.....